



SALARY GUIDE

2019

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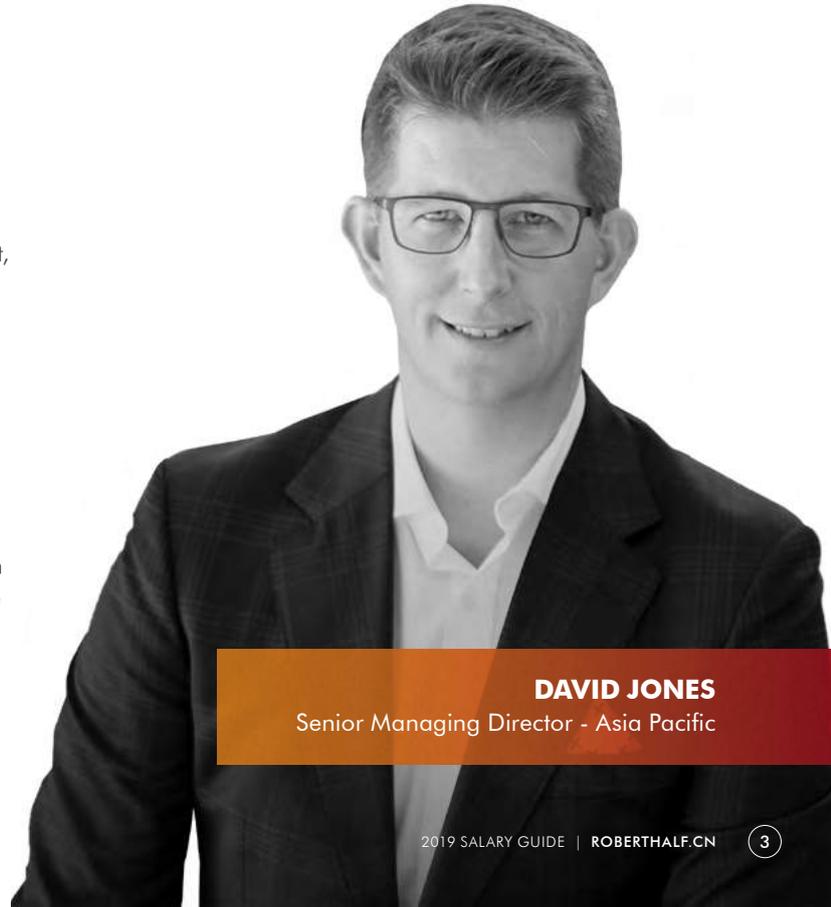
FOREWORD

Today, many Chinese workplaces are navigating an era of rapid transformation. The increasing prevalence of new technologies within our workforces is having a major influence on the type of roles and skills that companies need to evolve into the future – a trend often referred to as Industry 4.0, or the Fourth Industrial Revolution.

As companies continue to move away from manual processes and responsibilities, more time and resources will become available for strategic, innovative and customer-focused tasks. This isn't about replacing existing jobs with new technologies but, instead, creating new opportunities and upskilling workforces to complement technology in a way that accelerates growth.

Companies need to attract, secure and retain the right people in order to be successful, but this can be challenging when the supply of skilled candidates does not match demand. In a skills-short market and at a time when many organisations are navigating growth in the digital era, companies must act fast to secure top candidates, adopt a flexible recruitment process and offer competitive remuneration. At Robert Half, we can help with your hiring and job search requirements, using the Salary Guide to help your company plan for the year ahead.

If you have any questions about the [2019 Robert Half Salary Guide](#) or need help achieving your recruitment and job search objectives, do not hesitate to contact one of our talented recruiters.



DAVID JONES
Senior Managing Director - Asia Pacific

REGIONAL OUTLOOK



In 2019, China's economic outlook remains positive. While global economic growth is forecasted to plateau at 3.7% in 2019, growth in China is predicted to reach 6.2%¹. China's focus is on high-quality advancement, as the country is expected to be the world's largest economy by 2030².

To accomplish this, the Chinese government hopes to bolster business confidence through investment in private enterprises³ and commitment to innovation⁴. China is also focussing on improved market access to private and foreign capital interests as a means of fuelling further growth⁵.

In addition, China's position as a global digital leader – with the country now accounting for 42% of global eCommerce – presents the country as a land of opportunity for local and international businesses⁶. With expansion comes job opportunities, resulting in China hitting its annual job creation target in September 2018⁷.

While China-US trade challenges may have an impact on the economy this year, major infrastructure programs such as the Belt and Road Initiative are driving job growth. In fact, the Belt and Road Initiative has created over 200,000 local jobs since 2014 and continues to attract major investment towards China⁸.

¹ International Monetary Fund, 2018, [Global Growth Plateaus as Economic Risks Materialize](#).

² International Monetary Fund, 2018, [China's Economic Outlook in Six Charts](#).

³ International Monetary Fund, 2018, [Global Growth Plateaus as Economic Risks Materialize](#).

⁴ China Daily, 2018, [Xi's measures bolstering confidence](#).

⁵ China Daily, 2018, [Capital hurdles removed as race for investment hits fast track](#).

⁶ Weform.org, 2018, [China's digital economy is a world leader, but it still faces challenges](#).

⁷ China Daily, 2018, [China hits job-creation target with three months to spare](#).

⁸ China Daily, 2018, [Xi gives new impetus to Belt and Road Initiative](#).

HOW TO USE THE SALARY PERCENTILES

Because employers and jobseekers are looking for very detailed salary information, the [Robert Half Salary Guide](#) reports on starting pay ranges by percentiles. These salary percentiles are determined by a candidate's skillset and experience level, as well as the complexity of the role.

The salary figures represent gross yearly salaries. Bonuses, incentives and other forms of remuneration are not taken into account.

The salaries listed are based on actual placements made by our offices in China, as well as an analysis of the demand for the role, the supply of talent and other market conditions.

In some situations, it's possible that remuneration would fall above or below the percentiles provided. We can help you determine appropriate salary levels for new hires based on your business goals and budget.

Percentile	25 th	50 th	75 th	95 th
Candidate experience level	Less experience than typical	Average experience	More experience than typical	Significant, highly relevant experience
Candidate skills/expertise	Skills require development	Necessary skills to meet job requirements	Strong skillset; may include specialised certifications	High level of expertise, including specialised certifications
Job complexity/duties	Role may be in an industry with low competition for talent or in a smaller, less complex organisation or department	Role may be of average complexity or in an industry where competition for talent is moderate	Role may be fairly complex or in a fairly competitive industry for talent	Role may be highly complex and more strategic in nature than usual; may be in a competitive industry for talent

FINANCE AND ACCOUNTING

SECTOR TRENDS



Macro-economic growth driving hiring opportunities

The growth rate of China's economy continues to be the primary catalyst behind the increase in hiring demand for finance and accounting professionals, as more companies are turning to China's \$45 trillion financial sector for expansion⁹.

China's Belt and Road Initiative is driving significant development, with trade volumes between China and other countries expanding 12% year-on-year in 2018¹⁰. Furthermore, foreign investment is increasing by 6.1% year-on-year¹¹. With such a pace, 2019 is seeing more financial positions opening, especially in management roles to facilitate these expansion opportunities in China.

However, the war for talent is fuelling the struggle to find finance managers with the right experience and skills to lead and leverage business growth opportunities in China. Attracting talent in a skills-short market calls for hiring managers to not only be flexible when it comes to negotiating a remuneration package, but also to be proactive in identifying what individual candidates are looking for in a job.

⁹ Bloomberg, 2018, [How's China's Opening to the Financial Sector Going?](#)

¹⁰ Ministry of Commerce, People's Republic of China, Jan-Aug 2018, [Investment and Cooperation with Countries along Belt and Road Routes in January-August of 2018](#).

¹¹ Ministry of Commerce, People's Republic of China, Jan-Aug 2018, [News Release of National Assimilation of FDI From January to August 2018](#).

In demand: Qualified accountants

China's commitment to an open market and new measures implemented by financial regulators are expected to further generate demand for accounting talent¹². Local industries such as automotive and manufacturing are growing rapidly as more multinational companies continue to set up in the Chinese market.

Certified accounting professionals are highly sought-after to manage this process of business expansion and financial cooperation brought about by both the Belt and Road Initiative, and China's greater involvement in the global financial market. Candidates with recognised accounting qualifications are in high demand – and hiring managers need to remunerate accordingly to secure top talent.

DID YOU KNOW?

The auditing, accounting and tax services industries in China have been developing rapidly in recent years – growing 7.7% over the past five years, with the number of employees growing by 4.9%¹³.

¹² China Daily, 2018, [Opening-up to drive need for new talent in accounting sector](#).

¹³ Ibisworld, 2018, [Auditing, Accounting & Tax Services Industry in China](#).



IN-DEMAND SOFT SKILLS

- Ambition
- Resilience
- Bilingual skills



IN-DEMAND TECHNICAL SKILLS AND QUALIFICATIONS

- SAP
- CPA/CA
- Financial modelling



IN-DEMAND ROLES

- Financial Controller
- Financial Planning & Analysis Analyst
- Accounting Manager

Speed to hire and retention are key

With top skills in short supply, many jobseekers are acutely aware of their market value and are often in contention for several roles, with many top candidates not willing to wait too long during the [hiring process](#). Businesses can therefore not afford to alienate talent with long, drawn-out interview processes, making speeding up the time it takes to hire the new norm for companies in China looking to jump ahead of their competition. Organisations looking to secure top staff in 2019 and beyond need to streamline and accelerate their recruitment process if they want to avoid losing top contenders in a candidate-short market.

As important as an effective hiring process is retaining talent in a market where many companies cannot afford to lose staff and run the risk of restarting the hiring process.

Organisations can face missed business opportunities, low staff morale and lost productivity if staff choose to depart. While employees may leave for a variety of reasons (which can be identified during exit interviews), hiring managers should ensure they have a staff retention policy in place to secure their top professionals.

Checklist for a faster hiring process

-  1 **Do your homework** – Identify and minimise internal stakeholders and get budget approval for salaries.
-  2 **The [job ad](#)** – Distinguish must-have and nice-to-have skills for the role and promote the job ad via multiple sources.
-  3 **[Evaluate resumes](#) and shortlisting** – Assess whether candidates have the required qualifications/experience/skills.
-  4 **Set up timeframe for interview** – Consider Skype/phone interviews for initial interviews and conduct all in-person interviews on the same day.
-  5 **Shortlist candidates and make a final decision** – Assess final candidates based on hiring criteria and cultural fit, and don't delay reference checks.
-  6 **Don't keep top candidates in the dark** – Regularly update shortlisted candidates on their progress.
-  7 **[Make an offer](#)** – Finalise contract and remuneration package details.
-  8 **Welcome to the team** – Introduce new hire to the team and company, and have an [onboarding](#) plan in place.

5 effective tips to retain talent



1 **Recognise your employees** – Offer praise and thank employees.



2 **Foster careers** – Find opportunities for staff to learn and grow.



3 **Be adaptable** – Consider flexible working and work-life balance initiatives.



4 **Address salaries** – Regularly review base salary and non-salary entitlements to ensure competitiveness.



5 **Communicate** – Check-in with employees to offer guidance.

Digitisation is changing businesses

In 2019, more companies in China are embarking on a digital shift from a B2B to B2C business model. Digitisation is driving businesses to take their supply chain and business operations online, empowering the supplier to talk directly to the customer.

This is increasing China's focus on ERP implementation and data processing from a project management standpoint, calling for an increase in headcount to facilitate this new chain management. For the finance industry, this digital effort calls for finance specialists to oversee the changes set to occur in business operations.

DID YOU KNOW?

China's digital economy has contributed 32.9% to the country's total GDP, comprising 55% of its GDP growth¹⁴, and growing three times faster than the nation's economy¹⁵.

¹⁴ China Daily, 2018, [China takes its place among the digital elite](#).

¹⁵ China Daily, 2017, [China's digital economy surges 18.9%, drives growth](#).

FROM THE EXPERTS

“With skilled talent in short supply, hiring managers in China need to be prepared to use everything in their arsenal to entice top candidates, whether it’s an attractive remuneration package or offering non-salary benefits. Companies that don’t take the initiative will face the uphill battle of a war for talent and potentially losing candidates to more flexible organisations.”

Sara Zhan, Division Director

Robert Half China

“The positive impact of the Belt and Road Initiative is being felt far and wide, increasing China’s reach into global markets and foreign investment into China. To leverage this, companies should look for opportunities to increase their headcount – thereby creating more opportunities for professionals within the business to grow their career with the organisation.”

Fanny Tang, Managing Director

Robert Half China

SALARY TRENDS

Overall, the sentiment for salary rises in China is positive for 2019, as a result of the country's economic growth and jobs creation. While the finance and accounting sector is currently a candidate-driven market, salary increases are more likely for professionals with postgraduate accounting certifications.

Due to China's increased presence in the global market economy, bilingual finance professionals are in a strong position to negotiate a salary increase as more roles – especially in multinational companies – call for candidates who can operate at an international level.

Timing and preparation are crucial factors when making an offer to candidates. Hiring managers need to move fast and be flexible to meet jobseeker expectations, or run the risk of losing top talent to competitors who are more prepared.

While salaries in China remain a key factor during the [recruitment process](#), hiring managers should also broaden their remuneration packages to cover non-salary benefits such as work-life balance initiatives or transportation allowances to entice candidates.

Top 5 priorities for candidates searching for a job

-  Comprehensive remuneration package
-  Career growth opportunities
-  Close travel distance to home
-  Flexible working hours
-  Transportation allowance



FINANCE AND ACCOUNTING

SALARIES

FINANCE AND ACCOUNTING SALARIES

		PERCENTILES					
TITLES		Company turnover*	25 th	50 th	75 th	95 th	
Accounting	Senior Accountant/AP or AR Supervisor	S/M	¥ 135,000	¥ 180,000	¥ 240,000	¥ 270,000	
		L	¥ 150,000	¥ 220,000	¥ 320,000	¥ 400,000	
	Accounting Manager	S/M	¥ 330,000	¥ 380,000	¥ 450,000	¥ 500,000	
		L	¥ 380,000	¥ 440,000	¥ 500,000	¥ 600,000	
Compliance/ Internal Audit/ Internal Control	Compliance Supervisor	L	¥ 220,000	¥ 270,000	¥ 350,000	¥ 380,000	
	Compliance Manager	L	¥ 450,000	¥ 550,000	¥ 680,000	¥ 750,000	
	Internal Auditor	S/M	¥ 220,000	¥ 250,000	¥ 282,500	¥ 320,000	
		L	¥ 280,000	¥ 350,000	¥ 420,000	¥ 460,000	
	Internal Audit Manager	S/M	¥ 350,000	¥ 400,000	¥ 450,000	¥ 500,000	
		L	¥ 400,000	¥ 500,000	¥ 650,000	¥ 750,000	
	Internal Control Supervisor	L	¥ 200,000	¥ 250,000	¥ 300,000	¥ 380,000	
	Internal Control Manager	L	¥ 320,000	¥ 450,000	¥ 600,000	¥ 700,000	
Costing	Analyst/Supervisor	S/M	¥ 180,000	¥ 220,000	¥ 280,000	¥ 320,000	
		L	¥ 220,000	¥ 260,000	¥ 320,000	¥ 360,000	
	Manager	S/M	¥ 420,000	¥ 480,000	¥ 510,000	¥ 550,000	
		L	¥ 450,000	¥ 480,000	¥ 530,000	¥ 580,000	
Credit Control	Analyst/Supervisor	S/M	¥ 190,000	¥ 230,000	¥ 280,000	¥ 320,000	
		L	¥ 200,000	¥ 250,000	¥ 320,000	¥ 360,000	
	Manager	S/M	¥ 330,000	¥ 400,000	¥ 480,000	¥ 550,000	
		L	¥ 380,000	¥ 450,000	¥ 550,000	¥ 700,000	

* Small companies: S < CNY 100 million | Mid-size companies: CNY 100 million ≤ M ≤ CNY 500 million | Large companies: L > CNY 500 million

FINANCE AND ACCOUNTING SALARIES

TITLES		Company turnover*	PERCENTILES			
			25 th	50 th	75 th	95 th
Finance	Finance Manager	S/M	¥ 350,000	¥ 360,000	¥ 430,000	¥ 500,000
		L	¥ 420,000	¥ 500,000	¥ 620,000	¥ 660,000
	Financial Controller	S/M	¥ 530,000	¥ 650,000	¥ 780,000	¥ 850,000
		L	¥ 620,000	¥ 750,000	¥ 920,000	¥ 1,000,000
	CFO/Finance Director	S/M	¥ 750,000	¥ 1,000,000	¥ 1,200,000	¥ 1,600,000
		L	¥ 1,000,000	¥ 1,500,000	¥ 2,500,000	¥ 3,000,000
Financial Planning & Analysis	Analyst/Senior Analyst	S/M	¥ 200,000	¥ 250,000	¥ 300,000	¥ 350,000
		L	¥ 250,000	¥ 300,000	¥ 380,000	¥ 450,000
	Manager	S/M	¥ 380,000	¥ 450,000	¥ 550,000	¥ 600,000
		L	¥ 430,000	¥ 580,000	¥ 720,000	¥ 800,000
Reporting	Specialist/Supervisor	S/M	¥ 180,000	¥ 200,000	¥ 235,000	¥ 250,000
		L	¥ 200,000	¥ 270,000	¥ 350,000	¥ 380,000
	Manager	S/M	¥ 360,000	¥ 400,000	¥ 480,000	¥ 580,000
		L	¥ 400,000	¥ 480,000	¥ 600,000	¥ 750,000
Tax	Accountant/Supervisor	S/M	¥ 160,000	¥ 260,000	¥ 320,000	¥ 450,000
		L	¥ 180,000	¥ 250,000	¥ 350,000	¥ 480,000
	Manager/Senior Manager	S/M	¥ 400,000	¥ 550,000	¥ 700,000	¥ 800,000
		L	¥ 420,000	¥ 620,000	¥ 880,000	¥ 1,000,000
	Director	S/M	¥ 750,000	¥ 900,000	¥ 1,000,000	¥ 1,200,000
		L	¥ 850,000	¥ 1,000,000	¥ 1,200,000	¥ 1,500,000

* Small companies: S < CNY 100 million | Mid-size companies: CNY 100 million ≤ M ≤ CNY 500 million | Large companies: L > CNY 500 million

FINANCE AND ACCOUNTING SALARIES

TITLES		Company turnover*	PERCENTILES			
			25 th	50 th	75 th	95 th
Treasury	Analyst	S/M	¥ 180,000	¥ 220,000	¥ 280,000	¥ 320,000
		L	¥ 200,000	¥ 260,000	¥ 320,000	¥ 400,000
	Manager/Senior Manager	S/M	¥ 350,000	¥ 450,000	¥ 600,000	¥ 680,000
		L	¥ 400,000	¥ 550,000	¥ 800,000	¥ 900,000
	Director	L	¥ 760,000	¥ 900,000	¥ 1,000,000	¥ 1,100,000
	Mergers & Acquisitions	Analyst	S/M	¥ 300,000	¥ 338,000	¥ 400,000
L			¥ 350,000	¥ 388,000	¥ 425,000	¥ 450,000
Manager/Senior Manager		S/M	¥ 450,000	¥ 570,000	¥ 675,000	¥ 750,000
		L	¥ 500,000	¥ 650,000	¥ 800,000	¥ 900,000
Director		L	¥ 850,000	¥ 1,094,000	¥ 1,338,000	¥ 1,500,000

* Small companies: S < CNY 100 million | Mid-size companies: CNY 100 million ≤ M ≤ CNY 500 million | Large companies: L > CNY 500 million

TECHNOLOGY

SECTOR TRENDS



Digitisation is driving demand

Digitisation and investment in technology are spurring demand for current technology jobs as well as creating new ones, with eCommerce a key priority for many companies. In particular, many fast-moving consumer goods (FMCG) companies are investing in eCommerce, and are actively recruiting for product managers, UI and UX roles to facilitate these digital rollouts in China.

Job functions are also evolving as a result of digitisation, with increased expectations for IT talent in China to drive core business functions and allow companies to remain competitive¹⁶. Organisations are looking for talent who can successfully negotiate with stakeholders and manage business alignment. These responsibilities are also no longer the sole domain of top-level IT management, but are now also expected of middle managers.

DID YOU KNOW?

China is the world's largest internet market, with more than 800 million active users¹⁷.

¹⁶ Fast Company, 2017, [Five Skills You'll Need To Lead The Company Of The Future](#).

¹⁷ Forbes, 2018, [China Now Boasts More Than 800 Million Internet Users And 98% Of Them Are Mobile](#).

A greater need for company transparency

The once popular tech-based Person-to-Person (P2P) lending market in China has seen a dramatic contraction due to an increase in regulations aimed at reducing recent fraud concerns¹⁸.

In response, some technology candidates are taking a conservative approach to their job search, and as such, companies in China need to be both prepared and transparent with candidates during the [interview](#) stage if questioned about the company background.

Tips to streamline the recruitment process and attract top talent



Share available information about company performance in the job advertisement



Pre-empt candidate questions before the interview process



Continue to promote the benefits of the organisation during the [onboarding process](#)



IN-DEMAND SOFT SKILLS

- Communication skills
- Business acumen
- Vendor management skills
- Project management skills
- Self-development



IN-DEMAND TECHNICAL SKILLS

- Information security
- JavaScript
- DevOps
- Big data
- Cloud architecture



IN-DEMAND ROLES

- DevOps
- Business Intelligence Specialist
- Project Manager
- Product Manager
- IT Security Manager

¹⁸ TechCrunch, 2018, [The dramatic rise and fall of online P2P lending in China](#).

Urgent movement in cyber-security

Recent cases of international data breaches and the subsequent introduction of General Data Protection Regulation (GDPR) in Europe have led to increased global awareness around the importance of data security, in turn driving demand for information security roles in China.

Where data security was previously viewed as an operational and governance necessity, it now plays a larger role for company hiring strategies as privacy protection has become business critical. As such, candidates with expertise in cyber-security are in high demand – both within China, and globally.

Since China's Cybersecurity Law came into effect in 2017, there is increased urgency for companies to place more focus on network security, monitoring and response, and be aware of regulatory penalties.

Short supply of talent for growing data sector

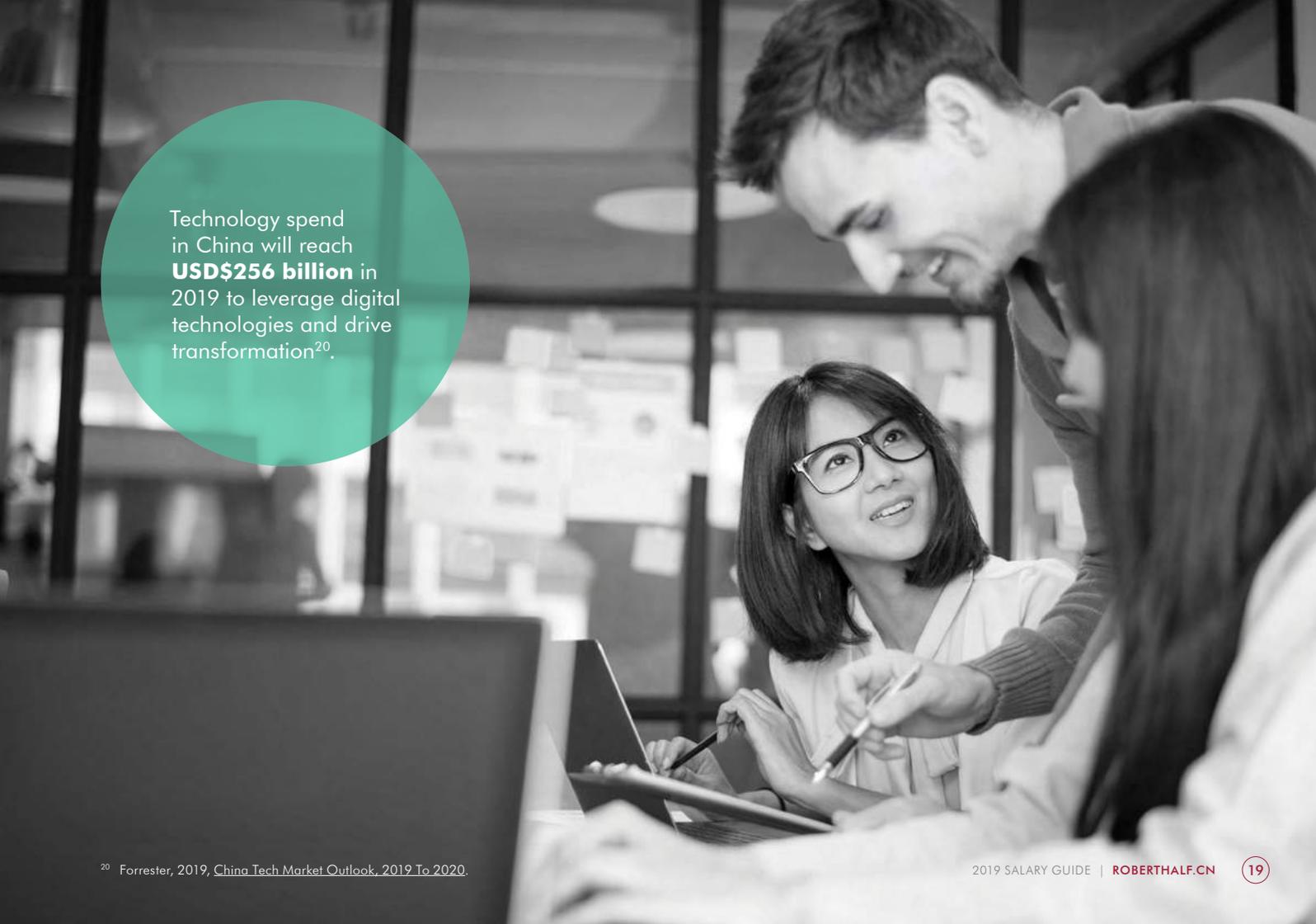
Data centres continue to grow in China with more international companies investing into onshoring their cloud-based solutions, and the collection and storage of data in Mainland China. As such, while big data is seeing significant growth in demand for skilled professionals, specialists to fill the roles are in short supply, further highlighting the war for IT talent.

DID YOU KNOW?

China is expected to become the world's largest data storage owner by 2020¹⁹.

In a market where qualified talent is scarce, companies may need to compromise on the job description demands, either by being more flexible on nice-to-have requirements during the [recruitment process](#) or investing in professional development to upskill after hiring.

¹⁹ China Daily, 2018, [Xi calls for cooperation in big data](#).



Technology spend
in China will reach
USD\$256 billion in
2019 to leverage digital
technologies and drive
transformation²⁰.

²⁰ Forrester, 2019, *China Tech Market Outlook, 2019 To 2020*.

FROM THE EXPERTS

“Digital technology is a major driver of the Chinese economy. The rapid growth of eCommerce and big data is providing more opportunities for talented candidates to strengthen their skills and take advantage of new roles as the sector expands.”

Fanny Tang, Managing Director
Robert Half China

“Technology professionals no longer work in silos. Not only are they expected to perform their business function, but they are increasingly expected to contribute to the business strategically, working alongside the rest of the organisation to drive growth. It’s never been more important for candidates to upskill in business acumen to remain competitive.”

Stella Shao, Division Director
Robert Half China

SALARY TRENDS

China's positive economy outlook into 2019 and beyond is a key driver for salary increases this year. As the technology sector battles the predicament of emerging roles and local experts being in short supply, hiring managers in China need to respond with a remuneration package that consists of an attractive base salary and non-salary benefits.

Being proactive with understanding the individual needs of the candidate can put hiring managers at an advantage over their competition. Leveraging early screening interviews to identify what a candidate is looking for, especially when it comes to salaries, allows companies to speed up the [hiring process](#), decrease the number of negotiation rounds, and secure a talented jobseeker.

While salary is a key component of any remuneration package, companies should also consider other non-financial incentives to help secure the best candidates. Incentives such as a transportation allowance or medical insurance can offer a strong reason to remain with a company long-term, while helping to position a company as an employer of choice.

Popular non-salary incentives offered by hiring managers



Medical insurance



Transportation allowance



Housing allowance



Stock options



TECHNOLOGY

SALARIES

TECHNOLOGY SALARIES

TITLES	PERCENTILES			
	25 th	50 th	75 th	95 th
Technology Application Support Manager	¥ 450,000	¥ 500,000	¥ 600,000	¥ 700,000
Architect (Applications, Solutions, Systems, Data)	¥ 650,000	¥ 800,000	¥ 1,000,000	¥ 1,200,000
Business Analyst	¥ 250,000	¥ 325,000	¥ 400,000	¥ 450,000
Business Intelligence Specialist	¥ 200,000	¥ 275,000	¥ 350,000	¥ 400,000
CIO/CTO	¥ 1,400,000	¥ 1,600,000	¥ 2,000,000	¥ 2,500,000
Cloud Architect	¥ 500,000	¥ 700,000	¥ 850,000	¥ 1,000,000
Data Architect	¥ 500,000	¥ 650,000	¥ 800,000	¥ 1,000,000
Data Warehousing Specialist	¥ 200,000	¥ 275,000	¥ 350,000	¥ 400,000
Database Administrator/Developer	¥ 300,000	¥ 350,000	¥ 400,000	¥ 450,000
eCommerce Manager	¥ 350,000	¥ 450,000	¥ 600,000	¥ 700,000
ERP Consultant	¥ 300,000	¥ 450,000	¥ 600,000	¥ 700,000
Head of Development	¥ 600,000	¥ 800,000	¥ 1,000,000	¥ 1,200,000
Head of eCommerce	¥ 800,000	¥ 1,000,000	¥ 1,500,000	¥ 2,000,000
Infrastructure Manager	¥ 450,000	¥ 565,000	¥ 675,000	¥ 750,000
IT Auditor	¥ 450,000	¥ 600,000	¥ 750,000	¥ 850,000
IT Business Partner	¥ 450,000	¥ 600,000	¥ 750,000	¥ 900,000
IT Digital Head	¥ 900,000	¥ 1,200,000	¥ 1,500,000	¥ 1,800,000
IT Digital Solution Manager	¥ 550,000	¥ 645,000	¥ 740,000	¥ 900,000
IT Director	¥ 800,000	¥ 950,000	¥ 1,150,000	¥ 1,200,000

TECHNOLOGY SALARIES

TITLES	PERCENTILES			
	25 th	50 th	75 th	95 th
Technology				
IT Manager	¥ 450,000	¥ 545,000	¥ 640,000	¥ 700,000
IT Security/IT Risk	¥ 500,000	¥ 750,000	¥ 950,000	¥ 1,200,000
IT Support/Helpdesk Engineer	¥ 200,000	¥ 250,000	¥ 300,000	¥ 350,000
IT Support/Helpdesk Manager	¥ 300,000	¥ 350,000	¥ 400,000	¥ 450,000
Network Engineer	¥ 300,000	¥ 375,000	¥ 450,000	¥ 500,000
Network Manager	¥ 500,000	¥ 615,000	¥ 700,000	¥ 750,000
Product Director	¥ 1,000,000	¥ 1,250,000	¥ 1,500,000	¥ 2,000,000
Product Manager	¥ 450,000	¥ 550,000	¥ 650,000	¥ 750,000
Program Manager	¥ 550,000	¥ 700,000	¥ 850,000	¥ 1,000,000
Project Coordinator	¥ 200,000	¥ 250,000	¥ 300,000	¥ 350,000
Project Management Officer	¥ 800,000	¥ 1,000,000	¥ 1,200,000	¥ 1,500,000
Project Manager	¥ 500,000	¥ 575,000	¥ 650,000	¥ 700,000
Service Delivery Manager	¥ 400,000	¥ 515,000	¥ 625,000	¥ 700,000
Software Development Manager	¥ 500,000	¥ 615,000	¥ 725,000	¥ 800,000
Software Engineer	¥ 240,000	¥ 300,000	¥ 400,000	¥ 500,000
Systems Engineer	¥ 250,000	¥ 288,000	¥ 325,000	¥ 350,000
Test/QA Engineer	¥ 400,000	¥ 495,000	¥ 590,000	¥ 650,000
Test/QA Lead/Manager	¥ 200,000	¥ 260,000	¥ 313,000	¥ 400,000
UI/UE/UED Manager	¥ 350,000	¥ 445,000	¥ 540,000	¥ 600,000



ABOUT ROBERT HALF

Robert Half is a worldwide recruitment consultancy, and a member of the S&P 500. Founded in 1948, the company has over 300 offices worldwide providing recruitment solutions for finance, accounting and technology professionals.

Research methodology

The [2019 Robert Half Salary Guide](#) provides extensive information on current salary ranges, and specific job and remuneration trends for professionals working in finance, accounting and technology.

The salary figures represent gross yearly starting salaries. Bonuses, incentives and other forms of remuneration are not taken into account.

The salaries listed are based on actual placements made by our offices in China, as well as an analysis of the demand for the role, the supply of talent, and other market conditions. In some situations, it's possible that remuneration falls above or below the percentiles provided. Robert Half can help you determine appropriate salary levels for new hires based on your business goals and budget.

WORLDWIDE LOCATIONS



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